

By now, you've no doubt heard about Kentucky's new brand, "Kentucky – Unbridled Spirit." You may be wondering,"What's the big deal?"

While the logo and slogan are very classy, the main point of the Brand is to change public perception. For years, we've allowed outsiders to portray us as "backward, uneducated people without shoes." We know that's silly, but for people who know little about Kentucky, that negative stereotype is all they have.

Through a consistent use over

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Governor Ernie Fletcher and First Lady Glenna Fletcher were Grand Marshals of the Frankfort Jaycees Christmas Parade

PHOTO BY
CREATIVE SERVICES



GREETINGS FROM GOVERNOR FLETCHER

Dear State Employees,

It's hard to believe that I've been in office for one full year. I am pleased to announce that we are keeping our commitment and creating a leaner, more efficient way to run state government.

One year ago, my administration inherited a \$300 million budget deficit. We inherited General Fund and Road Fund accounts that had been depleted of almost a billion dollars. We inherited an economy that was struggling. The people of Kentucky had lost their faith in government because of the waste, fraud, abuse and inefficiency that plagued Frankfort. Knowing there was much to be done, we went to work immediately to make Kentucky a better place to live, work, and raise families.

After inauguration, my first priority was to restore faith in our government. We demonstrated to constituents that their hard-earned tax dollars would be invested wisely, managed with strong oversight and

accountability, and used to bring value. Working together for the people of Kentucky, we have achieved many significant accomplishments in our first year:

- Taxpayer savings: More than \$115 million in taxpayer savings were identified in the first year by eliminating waste, fraud, abuse and inefficiency.
- · Job creation and additional capital investment: Kentucky has seen the net addition of about 32,000 jobs since December 2003, and more than \$1.8 billion in investments have been made in new and expanding businesses – a 63 percent increase over the previous year. In addition, because small businesses create over 70 percent of all new jobs, I signed an initiative that helps them cut through bureaucratic red tape. I also signed a bill that expands broadband technology to every corner of the Commonwealth. This will ensure economic development opportunities everywhere.

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COMMONWEALTH COMMUNIQUÉ

Volume 3, Issue 5

December 2004

The Commonwealth
Communiqué is published by the
Kentucky Personnel Cabinet and is
printed with state funds.

Communiqué staff: Margaret Davis Harney, Tim Harmon, Bob Schmidt and Jodi Whitaker.

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If you are unable to access the *Communiqué* online, please let us know, and we will make a printed copy available to you.

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or veteran status. Reasonable
accommodations are provided
upon request.

OMMONWEALTH OMMUNIQUÉ

Have a suggestion for the *Communiqué*?

Have an idea for an article you would like to see?

Do you need a printed copy of this newsletter?

Let us know!
Contact
Margaret Davis Harney
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Q&A EDUCATION CABINET SECRETARY VIRGINIA FOX

Virginia G. Fox has spent 43 years in a wide array of education or education-related positions. Her career began as a classroom teacher and librarian. She worked her way to upper management at Kentucky Educational Television (KET) and eventually became its executive director and CEO. Fox was the first cabinet secretary named to Governor Ernie Fletcher's administration. The Education Cabinet has nearly 3,300 full- and part-time employees in three departments, two boards, one council, one commission and KET.

Q: Where were you born and what was your family life like growing up?

I was born in Taylor County, but grew up and went to school in Fleming County. I had one brother, nine years younger than me. So, I grew up in many ways like an only child. I was a typical Kentucky farm child. We raised beef cattle, tobacco ... and we had "pick your own" strawberries. In 1955, my mother saw the need for more crops than tobacco. She convinced my father to plant 20 acres of strawberries. It didn't take long to discover that Kentucky didn't have the necessary value-added infrastructure and we had to convert them to "pick your own." My job was to keep the patch. I also helped reset and weed tobacco.

Q: As a youngster, what professions interested you?

My mother was a teacher and a housewife. I also thought about being a nutritionist or home economist because one of my role models was the cooperative extension agent in the county, and she was very important to us. But, my passion was, and still is, education.



SECRETARY VIRGINIA FOX

Q: You were executive director at Kentucky Educational Television (KET). How did your career evolve to that position?

After graduating from Morehead State University in 1961, I taught in Franklin, Mason and Fayette counties for four or five years. I also was a librarian in the first non-graded school in Kentucky, Garden Springs Elementary in Fayette County. The school was written up in *Look* magazine.

I then discovered I had more than a passing interest in not just books, but media. I was just finishing my master's in library science when I heard about this new Kentucky state network ... in television. While cochairing the first joint meeting of librarians and audio-visual specialists, I asked Len Press (KET's founder and first executive director) to speak. That was before the network (KET) even went on the air!

I thought "Wow! Here is a way to get library skills directly into the class-room." KET offered me a job that night. I was one of the first 10 hired when KET went on the air in 1968. As a utilization specialist, I traveled

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DISCOVER COMPUTER TRAINING MATERIALS AT STATE LIBRARY

By Nancy Houseal, KDLA Librarian

Your supervisor wants you to improve your computer skills but says funds for classes are limited. What can you do? When you need help finding training alternatives, turn to Kentucky's State Library in Frankfort, where you'll find a variety of resources for all state government employees, including training resources.

For a list of computer training resources available from the State Library, go online to http://www. kdla.ky.gov/resources/IT.htm. The list includes a variety of formats - books, interactive videos and CDs.

Library materials can be conveniently delivered to your work location by the state's messenger mail system or by regular mail (return postage and label included).

Here is a sampler of resources available for checkout::

IIn Business and Office:

Kaulfield, John. Access 2000 for Windows for Dummies (Book)

Learning Word XP Essentials: Beginning (Video) Learning Word XP Essentials: Intermediate (Video) Learning Word XP Essentials: Advanced (Video) Learning Outlook 2000: Beginning Disks 1 & 2 (CD)

In Graphics:

Kvern, Olav and David Blatner. Real World Adobe InDesign CS (Book)

Photoshop 6: Learn Different (CD)

In Web Development:

Lowery, Joseph W. Dreamweaver 4 Bible (Book) Learning FrontPage 2000: Beginning (Video) Learning FrontPage 2000: Intermediate (Video) Learning FrontPage 2000: Advanced (Video)

In Programming/Systems:

Peek, Jerry. Learning the Unix Operating System, 5th ed. (Book)

Learning Windows 2000: Beginning (Video) Learning Windows 2000: Intermediate (Video) Learning Windows 2000: Advanced (Video)

Visual Basic.Net (CD)

There is much more available. Have a discussion with your supervisor for possible software applications you should learn, and then search the computer training list at http:// www.kdla.ky.gov/resources/IT.htm or the KDLA Catalog at http://kdla. kyvl.org/. After making a selection, reserve books by calling the Circulation Desk at (800) 928-7000, ext. 337. Reserve videos and CDs by calling the Audiovisual Desk at (800) 928-7000, ext. 361. All reserves can be made by e-mail through "Ask A Librarian" at http://www.kdla.ky. gov/research/asklib.htm.

The State Library, a division of the Kentucky Department for Libraries and Archives, is dedicated to meeting the training and information needs of all state government employees. It is located at 300 Coffee Tree Road, adjacent to the Vietnam Veterans Memorial, in Frankfort. Hours are 8 a.m. to 4:30 p.m., Monday through Friday. Additional information about the State Library's services and collections can be found on KDLA's Web site at http://www.kdla.ky.gov.

NOTE: Also check out the State Library's new supply of fitness and wellness media, including exercise videos.

FROM THE SECRETARY

By Erwin Roberts Personnel Cabinet Secretary

Since coming to work in state government in March, I have had the honor of serving in three positions – Director of the Office of Homeland Security, Deputy Secretary of the Environmental & Public Protection Cabinet, and now Personnel Cabinet Secretary. In each of these positions, my philosophy has been one that I have carried with me for a number of years – one learned in a story called "Sleep Through the Storm."

Once upon a time, there was a farmer who, after working many years on his farm, realized that the work had become too much for him to do alone, and he needed to hire someone to help him with his work. He went into town and posted a "help wanted" sign to see if he could find someone qualified to help him.

On the first day the sign was posted, a farmhand came to the farm to apply for the job. When the farmer asked for his qualifications, he said, "I can sleep through a storm."

This puzzled the farmer. He told the farm hand to come back in a week, and if he hadn't hired anyone by then, the job was his.

A week passed and the farm hand returned to the farm. The farmer asked again for his qualifications. "I can sleep through a storm," the farm hand said. Having had no other applicants, the farmer agreed to give the young man a try.

A few days later, the farmer and his wife were awakened in the night by a violent storm. The farmer quickly threw on his clothes and ran outside to get his farm hand to help check to make sure everything was secure. The farmer tried to wake the farm hand but couldn't. Then he remembered what the farm hand said: "I can sleep

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PARKS' BEST KEPT SECRETS

THREE RESORTS HAVE AIRPORTS

While Kentucky's parks are well-known as destinations for motorists looking for a get-away-from-it-all vacation, it is a little known fact that three parks beckon those who take to the skies when they vacation. The three resort parks all maintain airports.

They are Rough River Dam
State Resort Park in Grayson
County, situated between Louisville
and Owensboro, and two parks located in the Western Lakes Region –
Lake Barkley and Kentucky Dam
Village state resort parks.

Rough River's airport, designated as 2I3, is known to pilots in the region, since it hosts several fly-ins during the year, including the Midwest Bonanza in May. The airport is served by a 3,200-foot runway on a heading of 200/20, 100LL fuel is sold, and courtesy ground transportation is available to the nearby lodge.

Lake Barkley is one of the largest and busiest of Kentucky's resort parks. It is accessible from Smith Broadbent Jr. Field, 1M9. The 4,800-foot runway is aligned on a 2/20 heading. The airport offers both 100LL and Jet-A fuels. One convenience soon to be implemented is an on-site fuel card station to allow a pilot to refuel without an attendant.

The airport is open around the clock, and ground transportation to the lodge is available.

A short skip northwest is Kentucky Dam Village State Resort Park along the northern shore of Kentucky Lake. The airport, M34, offers a 4,000-foot runway with a heading of 9/27. Hours of operation vary, but ground transportation is always available. The airport soon will have an automated fuel pump. Both 100LL and Jet-A fuel are available.



The airport at Rough River Dam State Resort Park, one of three state resort parks with its own airport

PHOTO COURTESY
OF THE DEPARTMENT
OF TOURISM

KENTUCKY ROAD TRIPS TRAVELING TO WESTERN KENTUCKY

Fine dining, fishing, hunting, boating and other water sports, and much more await the traveler into Western Kentucky.

Located on a 5,000-acre lake between Louisville and Owensboro, Rough River Dam typifies Kentucky state resort parks. Each guest room has a lake view with either a patio or balcony. Two-bedroom cottages and a 66-site campground are also available.

Dining is a special treat at Rough River. The park's chef, Steve Connell, is widely known for whipping up Southern-style comfort food. In addition, the park's marina rents fishing boats and pontoons, and golfers can enjoy a scenic 9-hole course.

If you would like to sample more of Kentucky's finest – the finest BBQ to the finest Bluegrass music – travel west from Rough River to Owensboro, an Ohio River town that can also boast of a nearby state park with a very unusual feature – a coal mine under the golf course at Ben Hawes State Park. Other area river towns include Henderson and Quilt City U.S.A, which you may know as Paducah, home of the Museum of the American Quilter's Society.

Lodging in the area includes Lake Barkley State Resort Park near Cadiz and Kentucky Dam Village State Resort Park near Benton, on Kentucky Lake. In addition, Pennyrile Forest State Resort Park is east of Lake Barkley and Kenlake State Resort Park is south of Kentucky Dam Village near Murray.

Lake Barkley's main lodge offers 120 guest rooms, many with private balconies overlooking the lake. The park also maintains 13 cottages and a 78-site campground.

The park also offers a modern fitness center, including an indoor wellness pool, exercise equipment, tanning beds and a sauna. If golf is your game, try the 18-hole Boots Randolph course. Fishing and boating also are popular on 58,000-acre Lake Barkley.

Rental fishing boats, pontoons and ski boats are available at Lake Barkley's marina and at the Kentucky Dam marina, the largest marina in the park system.

Lodging at Kentucky Dam Village includes 72 rooms, each with a patio or balcony, at the Village Inn Lodge, and 14 rooms at Village Green Inn adjacent to the park's 18-hole golf course. The park also has 68 cottages and two campgrounds, inlcuding one at the park's airport.

For more information on any Kentucky state park, call (800)255-PARK, toll free, or visit the Department of Parks Web site at http://www.kystateparks.ky.gov.

LINK CONNECTS CITIZENS TO STATE GOVERNMENT

Submitted by the Governor's Office for Local Development (GOLD)

Governor Ernie Fletcher has added the Local Initiatives for a New Kentucky, or LINK, to the list of services available to constituents across the state.

"I understand that many people who live hundreds of miles from Frankfort may have limited access to communication with the Governor's Office," said Governor Fletcher. "LINK representatives are successfully bridging any potential gaps and creating a direct line between far reaching communities and my office."

LINK consists of seven regional offices throughout the Common-

wealth, which are staffed with representatives from the regions. Frequent field hours for each of the LINK offices enable all Kentuckians to voice their concerns and share opinions and suggestions about how state government can improve.

LINK offices are located in the following regions: West Kentucky (Madisonville), Cumberland (Somerset), East Kentucky (Morehead), Lincoln Trail (Elizabethtown), Metro Louisville, Northern Kentucky (Ft. Mitchell), and Bluegrass (Frankfort).

Field representatives travel throughout their regions and hold

monthly hours. These office hours are open to the public and allow people to speak face to face with their regional representatives.

"You cannot always address the needs of Kentuckians by staying in Frankfort," said Governor's Office for Local Development Commissioner Darrell Brock. "To fully understand the dynamics of constituents' concerns, you must be in their communities, observing firsthand the situations they face."

For more information on LINK and other initiatives, visit Local Development's Web site at www. gold.ky.gov.

From ROBERTS, Page 3



SECRETARY ERWIN ROBERTS

through a storm." The farmer decided he could wait no longer, and he went to check on the farm by himself.

When he went to the barn, the farmer found all the horses tucked safely away. The shutters of the farmhouse had been securely fastened. A good supply of logs had been set next to the fireplace. The farm tools had been placed in the storage shed, safe from the elements. The tractor had been moved into the garage. The barn was properly locked. Even the animals were calm. All was well.

The farmer then understood the meaning of the farm hand's words, "I can sleep when the wind blows."

Because the farm hand did his work loyally and faithfully when the skies were clear, he was prepared for the storm when it broke. So when the wind blew, the farm hand was not afraid. He could sleep in peace.

The author of that story is unknown, but the message is clear. No matter what we do, preparation and planning are important to success. Whatever Cabinet you work in, and whatever type of job you may do, this philosophy applies.

As the New Year approaches, I encourage each of you to take this story to heart and strive to be able to say just what that farmhand was able to say: I **can** sleep through the storm.

PERSONNEL QUESTIONS?
Call the Personnel Answer Line toll-free at (866) PAL-LINE.
In Frankfort, call 564-8339.

From UNBRIDLED, Page 1

time, we will start to change those stereotypes. That's why we're asking all areas of state government to include the brand on every piece of literature that comes from state government. That includes stationery, advertising, brochures, Web sites, etc. The brand will be on welcome signs, and in time, on our license plates. It will be our demonstration to the world that we have an "Unbridled Spirit" that allows us to persevere and succeed. As Kentuckians, we already know that. In time, the rest of the world will know as well.

How can you help? Adopt the Brand. Display it. Include it whenever possible. Free bumper stickers are available at www.KentuckyUnbridled Spirit.com. Also on that site, you can give ideas on ways the Brand can be expanded even further.

If you'll harness some of your "Unbridled Spirit," you can help Kentucky showcase itself in a new, more positive light. That will result in more jobs and more opportunities for everyone in the Commonwealth.

2004 IN PICTURES: A WINNING TEAM

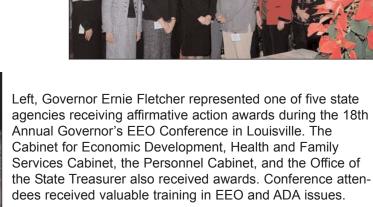


Above, Jerry Keathley, center, was presented the Kentucky State Police 2004Civilian Employee of the Year Award by Lt. Governor Stephen B. Pence, left, and KSP Commissioner Mark Miller. Keathley is a police communications dispatcher supervisor at KSP Post 6 in Dry Ridge. Now a resident of Covington, he is a 1986 graduate of Floyd County's Betsy Layne High School and began his career at KSP Post 9 in Pikeville.



Left, recipients of 2004 Employee Suggestion System Awards were honored at the Governor's Mansion in December.

At right are agencies' Employee Suggestion System coordinators.





Right, Commissioner Laura E. Owens, center, of the Kentucky Education Cabinet's Department for Workforce Investment, presented a check for \$119,720 to West Kentucky Workforce Investment Board representatives for the Western Kentucky Industrial Training Consortium's new industrial maintenance training program.





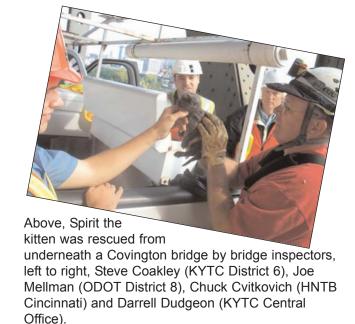
Left, Governor Ernie Fletcher and Commissioner Laura E. Owens (center) of the Kentucky Education Cabinet's Department for Workforce Investment presented a check for \$545,000 to representatives of the Northern Kentucky Workforce Investment Board and staff. The Workforce Investment Act Statewide Employment and Training funds are earmarked to pilot a new health-care industry career training program in the Northern Kentucky area for a two-year period.

2004 IN PICTURES: A HELPING HAND



Left, Lt. Governor Steve Pence was Grand Marshal of the 22nd Annual Toys for Tots Run, which included over 8,000 motorcyclists. Pence rode his 2002 Harley-Davidson Heritage Classic Motorcycle during the 20-mile parade on November 28. The Kentucky Motorcycle Association and the Marine Corps League sponsored the event.

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At right are employees of the Departments of Revenue and Agriculture who recently completed 20 hours of Community Emergency Response Training (CERT), which trains people to be better prepared to respond to emergency incidents in their communities. The trainees are Bert Becker, Tom Breidert, Wayne Byrd, Steve Crawford, Frankie Eden, David Fallis, Becky Harden, Mike Harrod, Bryan Leake, Jim Oliver, Keith Raisor, Donna Sayre, Chris Sparrow, Jimmy Todd, and Bonnie Waldridge, all of Revenue, and Amy Jo Fourshee and Mollie Tichenor of Agriculture. As the first state agency workplace group to receive CERT training, the team is serving as a model for other state agencies.





At right, Governor Ernie Fletcher helps in a clean-up effort in Kentucky's Adopt a Highway Program

Above, Governor Ernie Fletcher, Allyson Handley, and representatives from the six charities participating in this year's Kentucky Employees Charitable Campaign hold signs at the Nov. 29 KECC Victory Celebration, announcing that \$1,130,000 was the total amount raised in this year's campaign. Awards presented at the Celebration were: Most Spirited Campaign (Large Cabinet), Department of Criminal Justice Training, Justice and Public Safety Cabinet; Most Spirited Campaign (Small Cabinet), Kentucky Retirement Systems; Best Overall Campaign, Education Professional Standards Board, Education Cabinet.



WHAT YOU SHOULD KNOW ABOUT HIV/AIDS

Submitted by the Cabinet for Health and Family Services

AIDS is Acquired Immune
Deficiency Syndrome - a serious illness that makes the body unable to
fight infection. A person with AIDS is
susceptible to certain infections and
cancers. When a person with AIDS
cannot fight off infections, this person becomes ill. Most people with
AIDS will die as a result of their
infection.

AIDS is caused by a virus called Human Immunodeficiency Virus, or HIV. Early diagnosis of HIV infection is important!

If you have been told you have HIV, you should get prompt medical treatment. In many cases, early treatment can enhance a person's ability to remain healthy as long as possible. Your doctor will help you determine the best treatment for you.

Free anonymous and confidential testing and counseling is available at every health department in Kentucky. After being infected with HIV, it takes between two weeks and six months before the test can detect the antibodies to the virus.

HIV can be spread by:

- Sexual contact (oral, anal, or vaginal intercourse) with an infected person when blood, semen or cervical/ vaginal secretions are exchanged.
- Sharing a syringe/needle with someone who is infected.
- Receiving contaminated blood or blood products (very unlikely now because blood used for transfusions has been tested for HIV antibodies since March, 1985).
- An infected mother passing HIV to her unborn child before or during childbirth, and through breast feeding.
- Receipt of transplant or infected tissue or organs or artificial insemination from an infected donor.

 A needle stick or sharp injury in a health care setting involving an infected person.

You cannot get HIV through casual contact such as:

- Sharing food, utensils, or plates.
- Touching someone who is infected with HIV.
- · Hugging or shaking hands.
- Donating blood (this has NEVER been a risk for contracting HIV).
- · Using public rest rooms.
- Being bitten by mosquitoes or any other insect.

Prevention:

- Do not share needles or syringes with anyone.
- Do not have sexual intercourse except with a monogamous partner whom you know is not infected. If you choose to have sex with anyone else, use latex condoms (rubbers), female condoms or dental dams every time you have sex.
- Educate yourself and others about HIV infection and AIDS.

You should be tested if you:

- Have had sex with someone who has HIV.
- Have had sex with someone who has or has had any sexually transmitted disease (STD).
- Have shared needles or syringes with someone who has HIV.
- Have had multiple sex partners or you have had sex with someone who has had multiple partners.
- · Have had sex through prostitution

(male or female).

- Have had sex with injecting drug users.
- Had a blood transfusion between 1978 and 1985.
- Are a women who is pregnant, or desires to be pregnant, and who wishes to reduce the chance of your baby getting HIV from you should you be infected.

More information:

If you need more information, please call the Kentucky HIV/AIDS Branch at (502)564-6539; (Voice/TTY) (502)564-0208.

AFFORDABLE HOME LOANS

Kentucky Housing Corporation's low interest rate and other loan products help Kentucky families save money on their home loans. Potential home buyers need only go to one of KHC's partner lenders, located in hundreds of communities throughout the state, and ask for a KHC loan.

KHC's higher income and purchase price guidelines have made its loan products more accessible. Statewide, families seeking a KHC loan may purchase homes that cost up to \$160,000. To date, KHC has helped approximately 60,000 Kentuckians achieve homeownership.

For more information, call KHC toll free at 1-800-633-8896, extension 222, or visit KHC's Web site at www.kyhousing.org.

The Web site includes a list of partner-lenders around the state, in addition to information about KHC loan products and other affordable housing resources.

KEAP INFORMED: PREVENTING SUICIDE

By Mary Jane Cowherd, KEAP

Suicide is not a topic for light conversation; in fact we rarely talk about it at all. Yet in Kentucky suicide is the second leading cause of death for our 15 -34 year olds, and in the nation Kentucky ranks 16th highest for number of suicides. So for just a minute or two, let's break the social rules and focus on suicide

The overwhelming majority of suicides are committed by persons with mental illness. Usually severe depression or bi-polar disorder is the diagnosis. Both illnesses usually respond well to treatment, so it is important for someone with these illnesses to have medical care.

If you suspect someone is suicidal, it is probably because you are picking up the signals that person is broadcasting. He or she may have talked about being tired or not getting any sleep, which fits with the irritability the person exhibits. Suicidal persons may make comments that express their feelings of

hopelessness. Their personal appearance may deteriorate as they lose energy and motivation. They may give away things that they have significant meaning to them. And they may actually speak of suicide directly or in vague references.

What can you do if you are picking up these signals from a family member, friend or co-worker? Paul Quinnett, Ph. D., has developed an easy to remember suicide prevention tool. Dr. Quinnett has named it QPR for Question, Persuade, Refer.

If you are concerned that someone you know is suicidal, then don't be afraid to QUESTION that person. Ask if he or she is having thoughts of suicide or has a plan to commit suicide. These are hard but necessary questions.

If the person acknowledges suicidal thoughts or plans, then you PERSUADE him or her to get help. Listen to the person's thoughts and concerns and ask if he or she will

agree to go for help. If the person responds positively, REFER him or her to help immediately.

The best option is to take that person to help. That could be their primary care doctor or the emergency room. For state government employees and dependents, it can be the Kentucky Employee Assistance Program. If the person won't go with you immediately for help, try to get an agreement that he or she will make an appointment. Then follow up to confirm that he or she has made and kept the appointment.

We have learned painful lessons about suicide. While you may not personally understand the depths of the suicidal person's pain, you can let that person know you care, and that even if it seems hopeless, help is available.

For more information, call the Kentucky Employee Assistance Program at (502) 564-5788 or 1-800-445-5327.

EMPLOYEES HONORED STATEWIDE DURING PUBLIC EMPLOYEE APPRECIATION WEEK

The Kentucky Department of Education (KDE) was among the many state agencies that celebrated Public Employee Recognition Week in late October with numerous activities.

The week began with a letter from Commissioner Gene Wilhoit expressing his appreciation

and gratitude to all KDE employees for their work.

To honor their co-workers, staff from several KDE offices teamed up to create a department-wide Web page titled "Re-Discover KDE." The page gave employees an opportunity to share their interests away from work -- in "Did You Know" text and

pictures -- with fellow employees. Several submissions were received and placed on the department's intranet site for all employees to read at their leisure.

Also, several individual offices prepared special activities, including a picnic lunch and a stress-busting, mid-afternoon Popsicle break.

The department's leadership staff closed out the week on Friday by holding the second annual KDE Bake-Off. Leadership employees donned aprons and baked and created several delicious desserts that all employees devoured that afternoon.

During a special drawing,

Brenda Stovall of the Office of Leadership and School Improvement won a \$20 gift certificate to Applebee's.

Everyone enjoyed the employee appreciation events so much that KDE now plans to continue to honor its employees year-round with other activities.

The Personnel Cabinet honored its employees with a day of training on health and wellness and other topics. Employees were also treated to a healthy and nutritious lunch prepared by chefs from the Department of Parks. The chefs also graciously shared their simple-to-prepare recipes, using fresh produce.

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the state on average 3,000 miles a month conducting workshops for school faculties. A lot of people had never seen an instructional television program. I would show them a sample of the program, demonstrate what you should do before the lesson to prepare the youngsters and what to do after the lesson to reinforce and extend the experience.

I moved through the ranks at KET. But in 1980, I was offered a job to head the Southern Educational Communications Association (SECA) in South Carolina. I was there almost 10 years, and that was where I got experience at being a CEO and working at the national level. I was deputy executive director of KET when I left.

I retired from KET in 2002 ... and had 10 months of total rest before coming to the Education Cabinet.

Q: How has your career prepared you to be secretary of the Education Cabinet?

I've taught or worked in nearly all aspects of education except the technical schools before coming here. Plus, KET had worked with all levels of education. My work at KET gave me a pretty broad perspective on where some of the dots were not connecting between education entities at various levels.

For example, I headed several development teams that did courses in primary math and elementary reading. I'd bring in the college professors, classroom teachers, instructional supervisors, superintendents and the mix of people you need to get the "big picture." Invariably, I would ask them to cite the scope and sequence of a really strong course in primary math. I'd nail them down and say "Get specific, very specific." Some of these people would say "We've known each other for years, and we've never really talked about what constitutes a high quality student experience in math."

A lot of my coursework development was done prior to the establishment of KERA content standards. These make a big difference in this conversation. But, we're still having to do alignment of those standards between secondary and postsecondary.

Q: What do you envision for the cabinet and education in general?

This Cabinet encompasses everyone who gives a degree, diploma or certificate. I like to see the macrocosm before I see the microcosm. That's exciting for me. This is a chance to connect all the dots and develop a better-educated workforce for Kentucky's economic development.

The Department for Workforce Investment (DWI) is exciting because technical schools are where you do applied learning. That's where the rubber meets the road. DWI's Office for Career and Technical Education administers 53 secondary technology schools. I want them accredited. I want technical education to become the first option for a bright child that isn't "getting it" using traditional classroom methods.

I'm excited about getting all the educational entities working together to make it easy for the student. Everything from transferability of credits to alignment of content standards, to the preparation of teachers. We need to smooth the transition from each level to the next, pre-school to elementary school; from middle to high school, from there to technical and postsecondary schools. I want to make sure they're ready for the workforce, and also want to create lifelong learning opportunities. The high school degree and college degree are just the beginning; they're not the end.

One of the measures I think that we'll be increasingly looking at is how successful children are at making these transitions. I'm excited that the Council on Postsecondary Education gives high schools report cards on how their students are doing in college. I'd like to see our universities get report cards on how successful their graduates are ... and technical schools on how their students are as workers. We all need a whole lot more feedback to operate well at the next level, whatever that next level is.

One thing teachers are missing today that I'm determined to try and

find for them is both more money and more time to review individual children and their progress.

Q: What do you like best about the Cabinet?

I love to watch all these really bright people who are passionate about "their" slice of the education pie. I love finding ways to make it easier for students. I like leading collaborative efforts that make this work better for students.

There's a continuum here, and I'm just excited to have all of these people at the same table. I neither have, nor want, control. All of these entities report to independent boards ... that's fine. However, having academic independence doesn't mean that it's "okay" to work in a silo. The silo mentality hurts students.

Q: Where do you see improvements could be made in the Cabinet and state government?

The dots aren't connected across (state government) cabinets. We need to be sure there's not duplication of effort, wasted effort or that citizens fall through the cracks. I think we need much more sharing of data between and among Cabinets and agencies. I believe this would result in better-focused and improved services.

Q: What is your philosophy?
Educational entities are totally interdependent and collectively responsible. There's much common ground. The most important common ground is the student. We need to focus on that student's attainment of mastery and achievement of a living wage and a good life.

Q: What would you like people to remember most about your tenure?

Building bridges among all entities to create lifelong learning opportunities for every citizen. Connecting agencies without controlling them, making education more seamless, more transparent, and less cumbersome. I'd like education to be more user friendly and all citizens to understand that quality education is the keystone of economic development.

FREE TIME

COMMUNIQUÉ CROSSWORD

HAPPY HOLIDAYS

BY MARGARET DAVIS HARNEY

ACROSS

- 1 Tiny Tim's family name in Dickens' story
- 7 This Dickens character met Christmas ghosts
- 11 Fourth note in music
- 12 Necklace
- 13 The "Kiss my grits" waitress at Mel's
- 14 Give freely
- 15 A warm place to fly off to in winter
- 16 Author King's really bad dog
- 18 Yugoslav leader of Communist party
- 19 A short name for the saintly Santa
- 20 Hoosier st.
- 21 Bad kids get a lump of this in their stockings
- 23 A narrow path
- 25 She slays vampires
- 28 Robust
- 31 Mate to Mrs.
- 32 New Year vows
- 35 Tied ribbons for pretty packages
- 38 Signal for an actor
- 39 The night before the big day
- 41 Sophia Loren's co.
- 42 Famous Christmas story by Charles Dickens
- 48 English beverage from China
- 49 Truck-load unit of weight
- 50 Most popular color for holiday decor
- 51 Type of fish kept in a small pond
- 52 Not from

- 53 Lowly worker
- 54 Unhappy
- 55 Spanish affirmative
- 56 Ms. James, mystery writer
- 57 Small space in printing; half an em
- 58 Christmas color in dreams of song
- 61 Hint
- 65 Horse pulls it; the nanny pushes it
- 67 Minute particle
- 68 He sang "Blue Christmas" and "Blue Moon of Kentucky"

- - 71 Union for people who build cars 73 Musical sound

70 Large body of water, one is Red

- 74 Lil' female relative
- 75 Couch
- 77 Mountains or chocolate mints
- 79 Popular holiday food; gift of hog?
- 80 Small child or big storm
- 81 A little girl's favorite gift

DOWN

- 1 Arnold's st.
- 2 Dylan Thomas story: "_ in Wales"
- 3 Not this
- 4 Christmas song or feminine name
- 5 Go quickly
- 6 Not out
- 7 Not rough; smooth
- 8 Prepare meals
- 9 Space for an emp.
- 10 Next to ivory on the keyboard
- 11 A command for Fido
- 13 Last work day of the wk.
- 14 Gaze intently
- 17 Peanut butter made in Lexington
- 19 A northerly dir.
- 22 Needed to row a boat
- 24 Negative
- 26 A shade of brown

- 27 To and __
- 29 Belongs to you
- 30 A type of star
- 33 Flowers around your neck in Hawaii
- 34 Follows first
- 36 Lured, tricked
- 37 Title of Nicholas, role model for Santa
- 40 Soccer Mom's mini vehicle
- 42 Great, no. 1
- 43 Unemotional
- 44 Chem. sign for tellurium
- 45 Draw up directions
- 46 Cease
- 47 Christmas stocking treats
- 52 Poet Elliot
- 54 Dr. of children's books

- 58 Sold to buy his wife a Christmas gift in O. Henry story
- 59 Many don't have enough of this for their wt.
- 60 A brief note of a promise to pay
- 62 Popular name for lions
- 63 A forearm bone
- 64 Term for numbers that are not odd
- 66 Happily
- 69 Popular gift for fun in the snow
- 72 Took the prize
- 73 Shade of brown often created by the sun
- 76 The Giant said this to Jack after "Fe" and before "fo fum"
- 78 Sounds angry when followed by a question mark; adds emphasis to any word

NEED TRAINING?

THE OFFICE OF GOVERNMENT TRAINING (OGT) CAN HELP

Contact your agency's
Training Coordinator or go
online to OGT's Web site at
http://ogt.ky.gov/
for information

From GOVERNOR, Page 1

Public safety improvements:

Lieutenant Governor Steve Pence and I created Kentucky's first comprehensive drug control plan to protect families and communities from substance abuse. We also established Kentucky's Office of Homeland Security – an office that has received national attention as a model for other states.

There is still much to do. We must pass a responsible state budget and a tax modernization plan to stimulate economic growth, and I am optimistic that will occur in the upcoming legislative session. We are also going to be working to improve education, reform

medical lawsuit abuse practices and modernize Medicaid to ensure that it is financially stable. And we will continue to work to make state government more efficient to ensure every tax dollar brings value to the Commonwealth.

Thank you for your continued support as we work to move Kentucky forward.

Happy Holidays!

EmicHetcher

Governor Ernie Fletcher

STATE HOLIDAY CALENDAR 2005

Monday, January 17, 2005: Martin Luther King, Jr.'s Birthday

Friday, March 25, 2005: Good Friday (One-half day)

Monday, May 30, 2005: Memorial Day

Monday, July 4, 2005: Independence Day

Monday, September 5, 2005 Labor Day

Friday, November 11, 2005 Veterans Day

Thursday and Friday, November 24-25, 2005: Thanksgiving

Friday and Monday, December 23 and 26, 2005: Christmas

Friday, December 30, 2005 and Monday, January 2, 2006: New Year's



PUZZLE SOLVED

The crossword puzzle in the October issue of *Commonwealth Communiqué* (page 11) is solved below.

For more *Free Time Fun*, see page 11 of this issue for a new crossword puzzle, which will be solved in the next *Communiqué*.

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